

A. Statement of Problem.

1. A central thread of mutual interest runs through the employment problems of most racial, religious and cultural minority groups.
2. Broad goals which our country is advancing today seek to insure the perpetuation of the American way of life with its liberal democratic structure and objective of providing for all the opportunities for constructive self-fulfillment.
3. Principle of equality of opportunity without regard to ancestry or religion has been a fundamental concept of our democracy and a cornerstone of its structure.
4. Restriction of minorities invites totalitarian inroads on the democratic way of life. Witness that Fascist aggression was first exhibited through persecution of minorities, with the ultimate aim, the destruction of all democratic institutions.

B. What is Prejudice?

1. Prejudice is a manifestation of ignorance; it is derived from fear and the provincial suspicion of things strange and foreign.
2. Much of our early history indicates directly or indirectly the encouragement of prejudice against minority groups.
3. Rationalization for prejudice founded in the desire on the part of established group to perpetuate its status of social, economic, or political superiority.
4. The minority group varies in numbers and characteristics, according to the specific issues which separate it from the majority group.
5. Therefore, emotional expressions and stock objections toward the minority group are only rationalizations of a deeper problem.
6. Probing prejudices is a problem in social education.

C. Discrimination.

1. A relative appraisal of conditions today reveals a wide gulf separating ideals of democracy from prevalent practices and abuses.
2. Fear of economic competition nurtures the growth of discrimination.
3. Discrimination not only exacts its toll from the economic strangulation of individuals involved, but also provides a growing pyramid of financial, moral, and political costs.
4. Job seeking is always competitive, a natural and wholesome state, but superimposing racial and religious restrictions upon normal competition leads to the dangers which stem from joblessness, unhappiness, insecurity, bitterness, and antagonism.

D. Action is Needed in the Areas of

1. Business and Industry
 - a. Discrimination on the basis of color or religion.
2. Newspapers
 - a. Discriminatory advertisements for workers.
 - b. Articles identifying members of minority groups based on color or religion when the article is not complimentary to those individuals. (The inference can be drawn that the public press sanctions discriminatory advertisements and articles.
3. State Employment Services
 - a. Sending applicants of minority groups to jobs

where is expected that there is a custom of hiring these people; and and failure to send these persons to other job opportunities.

4. Private employment agencies.

Such agencies have been found to;

- a. Discouraged registration of minority group members.
- b. Refused registration, claiming difficulty in placement.
- c. Ask employers' preferences.
- d. Assume employers' preferences.
- e. Mentioned religious restrictions in ads.
- f. Keep separate files.
- g. Maintain an attitude of defeatism in serving members of minority groups.

5. Union Shop work

- a. In departments or crews having for a long time, only members of one racial or religious group, there is too often smug complacency about and/or opposition to integration of Negroes in that department or crew. The strategic situation of labor unions in helping or hindering the process of fair employment practice has placed upon labor a responsibility which it has assumed with dynamic energy to fight in a division along racial or religious in its own ranks.